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MAY — AUGUST 1989
WORK TERM RATES OF PAY
FOR STUDENTS IN
CO-OPERATIVE EDUCATION PROGRAMS
AT UNIVERSITIES AND COLLEGES



PAY RESEARCH BUREAU

Public Service Staff Relations Board
CANADA



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THE PAY RESEARCH BUREAU

Purpose

The Pay Research Bureau, a component of the Public Service Staff Relations Board, is an impartial compensation research agency which was established by the federal government in 1957. The Bureau obtains information on rates of pay, employee earnings, conditions of employment and related practices prevailing both inside and outside the Public Service to meet the needs of the parties to collective bargaining in the Public Service of Canada or, in the case of occupational classes for which no bargaining agent is certified, as may be requested by the employer.

Important goals governing the Pay Research Bureau's activities include the provision of impartial, accurate and timely information while maintaining complete confidentiality of data contributed by our respondents.

Activities

The Bureau collects and reports salary and related data on the majority of the occupational classes found in the Public Service. Most of these classes are included in the Bureau's Automated Compensation Data System where pay data are maintained in a bank of information from which Bureau reports are published. Two major reports, AUTOCODS-I and AUTOCODS-II, provide our clients with pay and related information twice a year. A large number of single occupational class reports are published once a year. In addition, an annual report on a variety of occupational classes in the health sector is issued in the fall.

The Bureau also collects and reports data on the incidence and characteristics of a wide variety of benefits and working conditions. The major benefits and working conditions survey covers three categories of employees (management/professional, office and non-office) and is conducted every two years. Periodically, the Bureau also conducts benefits surveys for specific occupational classes when the type and pattern of coverage is likely to differ from the norm because of peculiarities of the class involved.

While these pay and benefits surveys form the backbone of the Bureau's program, we do survey and publish reports on a variety of related topics. Some are special, one time only projects; others are done on a periodic basis. The Bureau also responds to requests for information from compensation specialists and other interested parties.

Distribution Policy

Most Bureau reports and documents have restrictions on their distribution because of our commitment to survey respondents regarding the confidential reporting of survey findings. In general, the Pay Research Bureau releases its reports to the appropriate officials of the government, the bargaining agents which represent federal government employees and the organizations participating in our surveys. Some reports issued by the Bureau, which are of a general or summary nature, are also made available to those associated with collective bargaining and compensation determination or research or others where such distribution is deemed to be in the public interest.

Enquiries

For further information regarding the Pay Research Bureau and its activities, address inquiries to:

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FOREWORD

This report presents findings on the May to August 1989 work term rates of pay for students in co-operative education programs at universities and community colleges.

The Bureau appreciates the importance of the voluntary contribution made by organizations that participate in our survey and research studies. Their co-operation is based on our commitment to treat all information provided by each organization as strictly confidential. We assume full responsibility for the quality and accuracy of the contents.

The use of this report is not restricted and it may be circulated freely within organizations. Contents may be quoted with the source identified.

The report was prepared by M. Lanthier under the supervision of L. Couroux and the direction of D.J. Laferrière. The assistance of other Bureau staff who contributed to the survey and the publication of this report is appreciated.

January 1990

Joseph T. Cunningham,
Executive Director.



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PART I: SURVEY METHODS AND SOURCES

Planning and Preparation for the Survey

Representatives of the Public Service Commission and the Treasury Board Secretariat participated in the development of the survey program at the planning phase well in advance of the actual data collection. Consultations included identification of the survey requirements and discussion regarding survey methodology, disciplines to be surveyed and the survey sample. The Pay Research Bureau appreciates their co-operation and contribution.

In order to facilitate the collection of data, letters outlining the survey methodology were sent to the participating organizations approximately two weeks prior to the collection of information by telephone.

Survey Information Requested

Data were collected in October 1989 from the co-ordinators of the co-operative education programs at each college or university in the sample. Information requested for this survey included the number of students and the lowest, average, and highest work term rates of pay by discipline. The data were collected as a weekly rate of pay for the work term period May to August of 1989.

The data were sought for university CO-OP students enrolled in one of the following undergraduate fields of study: Engineering, Computer Science and Mathematics, Pure and Applied Science, Business and Economics and two graduate programs at the master's level: Business Administration and Public Administration. Data were also sought for CO-OP students enrolled in one of three fields at community colleges: Business Administration, Computer Science and Technology.

Editing and Analysing the Survey Data

All data received from responding organizations were carefully edited by computer editing programs during the initial processing phase and subsequently by Compensation Research Officers responsible for the analysis and reporting of the survey findings. In the writing of this report care was taken to ensure that any anomalies and all the information required to fully understand the contents of the report have been adequately described.

Confidentiality of Survey Data and Reports

The Pay Research Bureau is very conscious of the requirements to protect the confidentiality of survey data contributed voluntarily by participating organizations.

To protect the confidentiality of the survey contributions of any one organization, rates of pay or numbers of observations are not shown where there are fewer than three organizations represented. Furthermore, rates are not shown where data have been reported by fewer than three universities or colleges. Such cases are indicated by an asterisk (*) in the appropriate table. The use of these survey findings is not restricted and they may be circulated freely within organizations.

Rates of Pay Conversion Factors

Participating organizations may provide data to the Bureau in annual, monthly, semi-monthly, bi-weekly, weekly, daily or hourly rates. All rate measures are then converted to weekly terms.

Work Term Conversion

The work term structures identified by each university or college are varied. It should be noted that due to the variances it was necessary to convert the reported number of work terms to a common system relative to the number of academic terms completed. This approach is based on the principle that a student's remuneration is directly related to the student's academic background. The following chart illustrates the conversion method of determining the work term level using a six work term structure for university undergraduate programs, a three work term structure for graduate programs and a four work term structure for community college programs.

WORK TERM CONVERSION CHART

If work term occurs after	Work Term Equivalency by Program		
	University		Community College
	Undergraduate	Graduate	
1 academic term	-	1	-
2 academic terms	1	2	1
3 academic terms	2	3	2
4 academic terms	3		3
5 academic terms	4		4
6 academic terms	5		
7 academic terms	6		

The model chosen and identified in the above chart deems that a student enrolled in a university co-operative program as an undergraduate who has completed two academic terms is beginning the first work term. After three academic terms the second work term starts, after four academic terms the third work term starts and so forth. Thus data reported for a student who has completed four academic terms have been coded as a third work term rate of pay even though this may have been the first work term at that university.

Universities and Community Colleges Surveyed

Information was obtained from seventeen universities and six community colleges.

Two universities colleges which had not provided data in 1988 provided data this time. One college which provided data in the past could not provide any for 1989.

(An asterisk (*) indicates that no data from the organization are included in the survey findings.)

<u>Name of University</u>	<u>Location</u>
Acadia University	Wolfville, N.S.
Concordia University	Montreal, Que.
Memorial University	St. John's, Nfld.
McMaster University	Hamilton, Ont.
Mount Saint Vincent University	Halifax, N.S.
Simon Fraser University	Burnaby, B.C.
University of Sherbrooke	Sherbrooke, Que.
University of Alberta	Edmonton, Alta.
University of British Columbia	Vancouver, B.C.
University of Guelph	Guelph, Ont.
University of Manitoba	Winnipeg, Man.
University of New-Brunswick	Fredericton, N.B.
University of Ottawa	Ottawa, Ont.
University of Regina	Regina, Sask.
University of Victoria	Victoria, B.C.
University of Waterloo	Waterloo, Ont.
Wilfrid Laurier University	Waterloo, Ont.

<u>Name of Community College</u>	<u>Location</u>
* Dawson College	Montreal, Que.
Fanshawe College	London, Ont.
Georgian College	Barrie, Ont.
Mohawk College	Hamilton, Ont.
Niagara College	Welland, Ont.
Saskatchewan Institute of Applied Science and Technology (Palliser Campus)	Moose Jaw, Sask.
* Seneca College	North York, Ont.
* St. Lawrence College	Cornwall, Ont.
Vancouver Community College	Vancouver, B.C.

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PART II: SURVEY FINDINGS

The survey results are presented in three tables. Tables 1 and 2 provide weekly mean rates of pay for university undergraduate and graduate CO-OP students. Table 3 indicates the weekly mean rates of pay for community college CO-OP students. The aggregated mean rate by discipline and work term is the only rate measure published due to the survey methodology. Users of this report should note that two universities accounting for 58.3% of the total undergraduate students could only provide median rates of pay.

Survey Coverage

Twenty-three institutions provided rate measures for a total of 5,925 students (4,389 undergraduates and 1,536 community college students).

Information provided by these institutions indicates that data are based upon work term placements at hundreds of different employers in the private and public sectors including federal, provincial and municipal governments.

The Bureau requested data for Economics students, but insufficient information was obtained to permit publication of the data.

It should be noted that some participants provided data for work terms not scheduled for the period May to August. These "off schedule" work terms have been excluded from this survey.

University CO-OP Students

Table 1 presents the data separately for Engineering, Computer Science and Mathematics, Physical Science and Business students by work term. Table 2 combines the data for Business and Public Administration students in graduate programs. The overall mean rate of pay for all work terms is also provided and is identified as "ALL". Information was obtained separately for Computer Science students and also for students in Mathematics. However, in order to report the data these disciplines are presented in a combined form.

In analysing Table 1, the following information should be considered:

1. Computer Science and Mathematics rates - There are inversions in the rates for the 2nd and 3rd work terms and the 5th and 6th work terms. Only one institution provided rates for both 2nd and 3rd work terms while for the 5th and 6th work terms, none of the institutions provided rates for both.
2. Physical Science rates - There is an inversion in the rates for the 5th and 6th work terms. Only one institution provided rates for both work terms.

Community College CO-OP Students

Table 3 presents the data separately for Business Administration, Computer Science and Technology students by work term. Due to the limited data obtained, only the 1st work term mean rates have been reported. The overall mean rate of pay for all work terms is provided and identified as "ALL".

The Technologies data have been combined and are representative of several specialized disciplines such as the Architectural, Electrical, Electronics and Mechanical Technologies.

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TABLE 1
UNIVERSITY CO-OP STUDENTS - UNDERGRADUATES
WEEKLY RATES OF PAY - CANADA
MAY - AUGUST 1989 WORK TERM

	<u>ENGINEERING</u>	<u>COMPUTER SCIENCE AND MATH</u>	<u>PHYSICAL SCIENCE</u>	<u>BUSINESS</u>
<u>ALL - MEAN RATE</u>	\$432.17	\$438.52	\$406.87	\$371.67
NO. OF UNIVERSITIES	10	12	7	7
NO. OF STUDENTS	2135	1287	428	504
 <u>1ST WORK TERM - MEAN RATE</u>	 \$372.06	 \$377.97	 \$364.80	 *
NO. OF UNIVERSITIES	4	3	4	*
NO. OF STUDENTS	439	187	152	*
 <u>2ND WORK TERM - MEAN RATE</u>	 *	 \$426.14	 *	 -
NO. OF UNIVERSITIES	*	4	*	-
NO. OF STUDENTS	*	209	*	-
 <u>3RD WORK TERM - MEAN RATE</u>	 \$403.46	 \$408.80	 *	 \$369.08
NO. OF UNIVERSITIES	6	9	*	4
NO. OF STUDENTS	366	295	*	243
 <u>4TH WORK TERM - MEAN RATE</u>	 \$445.59	 \$451.75	 \$425.84	 \$372.18
NO. OF UNIVERSITIES	8	6	4	5
NO. OF STUDENTS	500	139	74	213
 <u>5TH WORK TERM - MEAN RATE</u>	 *	 \$497.40	 \$442.14	 -
NO. OF UNIVERSITIES	*	4	3	-
NO. OF STUDENTS	*	189	94	-
 <u>6TH WORK TERM - MEAN RATE</u>	 \$481.12	 \$474.74	 \$438.81	 *
NO. OF UNIVERSITIES	6	6	3	*
NO. OF STUDENTS	307	268	57	*

TABLE 2
UNIVERSITY CO-OP STUDENTS - GRADUATES
WEEKLY RATES OF PAY - CANADA
MAY - AUGUST 1989 WORK TERM

BUSINESS AND
PUBLIC ADMINISTRATION

<u>ALL - MEAN RATE</u>	\$519.51
NO. OF UNIVERSITIES	3
NO. OF STUDENTS	91
 <u>1ST WORK TERM - MEAN RATE</u>	 ..
NO. OF UNIVERSITIES	-
NO. OF STUDENTS	-
 <u>2ND WORK TERM - MEAN RATE</u>	 **
NO. OF UNIVERSITIES	**
NO. OF STUDENTS	**
 <u>3RD WORK TERM - MEAN RATE</u>	 **
NO. OF UNIVERSITIES	**
NO. OF STUDENTS	**

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TABLE 3
COMMUNITY COLLEGE CO-OP STUDENTS
WEEKLY RATES OF PAY - CANADA
MAY - AUGUST 1989 WORK TERM

	<u>BUSINESS ADMINISTRATION</u>	<u>COMPUTER SCIENCE</u>	<u>TECHNOLOGIES</u>
ALL - MEAN RATE	\$303.66	\$346.99	\$350.58
NO. OF COLLEGES	5	4	4
NO. OF STUDENTS	338	154	1044
1ST WORK TERM - MEAN RATE	\$299.69	\$311.25	\$341.50
NO. OF COLLEGES	4	4	4
NO. OF STUDENTS	261	84	453
2ND WORK TERM- MEAN RATE	-	*	*
NO. OF COLLEGES	-	*	*
NO. OF STUDENTS	-	*	*
3RD WORK TERM - MEAN RATE	*	*	*
NO. OF COLLEGES	*	*	*
NO. OF STUDENTS	*	*	*
4TH WORK TERM - MEAN RATE	*	*	*
NO. OF COLLEGES	*	*	*
NO. OF STUDENTS	*	*	*

